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Terrence Lo is hereby given limited recognition under 37 CFR §10.9(b) as an employee of Incyte Pharmaceuticals, Inc. to prepare and prosecute patent applications wherein Incyte Pharmaceuticals, Inc. is the assignee of record of the entire interest in the application filed in the USPTO. This limited recognition shall expire on the date appearing below, or when whichever of the following events first occurs prior to the date appearing below: (i) Terrence Lo ceases to lawfully reside in the United States; (ii) Terrence Lo's employment with Incyte Pharmaceuticals, Inc. ceases or is terminated; or (iii) Terrence Lo ceases to remain or reside in the United States on TN status.

This document constitutes proof of such recognition. The original of this document is on file in the Office of Enrollment and Discipline of the U.S. Patent and Trademark Office.

Expires: November 18, 2002

Harry I. Moatz
Director of Enrollment and Discipline